



Brescia,
La Tua Città
Europea.

Gender Equality Plan

Comune di Brescia
2026 / 2027 / 2028

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Introduction



Starting in 2022, the preparation of a Gender Equality Plan (GEP) has become a fundamental requirement for accessing funding under the Horizon Europe Program and the National Recovery and Resilience Plan.

This implies that public and private entities involved in such projects—but also beyond – must have an official, shared, approved, and binding document.

The municipal administration of Brescia, which has always been committed to building a more accessible, inclusive city that respects the rights of all, actively promotes equal opportunities in every area of city life by recognizing and valuing gender differences. It also supports actions aimed at preventing, recognizing, and combating gender-based violence and discrimination.

THE GENDER EQUALITY PLAN OF THE MUNICIPALITY OF BRESCIA 2022-2024

The first Gender Equality Plan of the Municipality of Brescia provides a summary of the activities carried out by the Administration in the two-year period 2020-2021 and those planned for the years 2022-2023 that contribute to the promotion of gender equality, both within the organization and, more generally, in the city.

The document has been drawn up in line with the following policy and planning documents:

- European Union Strategy for Gender Equality 2020-2025
- National Strategy for Gender Equality 2021-2026
- Policy guidelines relating to actions and projects to be implemented during the 2018-2023 term, amended by the Brescia City Council on September 18, 2018
- Three-year plan for positive actions 2022-2024 approved by the City Council with resolution no. 552 of December 22, 2021.

THE GENDER EQUALITY PLAN OF THE MUNICIPALITY OF BRESCIA 2025-2027

The second Gender Equality Plan of the Municipality of Brescia, updated for the three-year period 2025-27, was approved by the Municipal Council with its own Resolution No. 31 of January 29, 2025, as a specific annex to the Positive Action Plan contained in the Integrated Activity and Organization Plan (PIAO 2025-27). It starts from an analysis of what has already been achieved and planned by the Administration in terms of promoting gender equality, in the organizational context and, more generally, in the city context, in order to outline prospects for future action.

The document has been drawn up in line with the following policy and planning documents:

- European Union Strategy for Gender Equality
- National Strategy for Gender Equality
- Programmatic guidelines for actions and projects to be implemented during the 2023-28 term, approved by the City Council with Resolution No. 51 of September 8, 2023
- Three-year plan for positive actions 2025-2027 approved by the City Council with resolution no. 31 of January 29, 2025.

THE GENDER EQUALITY PLAN OF THE MUNICIPALITY OF BRESCIA 2026-2028

During the three-year period 2023-2025, the Municipality of Brescia is a partner in **the European project "BUILDING GENDER EQUALITY THROUGH GENDER BUDGETING FOR INSTITUTIONAL TRANSFORMATION" - (Budget-it)** together with the University of Brescia and an international consortium formed by KADIR HAS University as lead partner (Turkey), the Municipality of Maltepe (Turkey), the University of Sarajevo (Bosnia and Herzegovina), the University of Belgrade (Serbia), the University of Alicante (Spain), the Municipality of Stari Grad (Serbia), and the Ayuntamiento de Novelda (Spain).

The common objective of the Budget-it project is to equip institutions with Gender Budgets integrated with Gender Equality Plans by sharing methodological aspects and intervention models, and therefore an updated version of the GEP has been prepared.

The methodology adopted within the European project involved iterative and integrated phases to allow the gender budgeting process to consolidate by integrating with other planned programmatic tools, in particular the Gender Equality Plan. budgeting process to consolidate by integrating it with other planned programmatic tools, in particular the Gender Equality Plan. This methodology made it possible to accompany the phases of the project and build knowledge.

and skills on what has been previously acquired in the previous phases. **The final output is the Gender Budget integrated with the Gender Equality Plan:** dialogue between the two instruments is essential to highlight the relationship between the allocation of resources illustrated in the Gender Budget and the equality objectives of the interventions planned in the Gender Equality Plan.

This Gender Equality Plan also strives to adopt an **intersectional perspective**. This spectrum of analysis, applied in the observation of the Gender Balance data, allows us to highlight not only differences in terms of gender, but also in terms of other identity dimensions. In particular, **age, disability conditions, and the existence of care responsibilities** were considered. These dimensions of diversity, which 'intersect' with gender, allow for a more targeted definition of improvement objectives, with a view to achieving effective equality.

This Gender Equality Plan benefits from the in-depth context analysis carried out as part of the Gender Balance Report and identifies the areas of intervention and common objectives to be promoted in future planning.

The Gender Equality Plan 2026-2028 consists of actions structured around five thematic areas of intervention:

Thematic area 1:

work-life balance, organizational culture, and combating stereotypes

Thematic area 2:

gender balance in top management and decision-making bodies

Thematic area 3:

gender equality in recruitment and career progression

Thematic area 4:

integration of gender issues in data collection, surveys, and training programs

Thematic area 5:

combating gender-based violence, harassment, and violence in the workplace

Each Area is divided into specific objectives, for which actions dedicated to achieving the objectives are defined. For each action, direct and indirect recipients, responsible parties, dedicated human and financial resources, evaluation indicators, and timelines are identified.

with respect to the three-year implementation period, degree of priority, and links to the Sustainable Development Goals (SDGs) of the 2030 Agenda.

The Gender Equality Plan of the Municipality of Brescia for the three-year period 2026-2028 continues in line with previous editions and, in accordance with the Positive Action Plan (PAP), is fully integrated into it, becoming an integral part of it.

Both the PAP and the GEP together form an integral part of the Integrated Activity and Organization Plan (PIAO), available in the relevant section.

Area Thematic

01

Work-life balance, organizational culture, and combating stereotypes

Gender balance in senior positions and decision-making bodies

02

03

Gender equality in recruitment and career progression

Integration of gender issues into data collection, surveys, and training programs.

04

05

combating gender-based violence and harassment and violence in the workplace

01

WORK-LIFE BALANCE, ORGANIZATIONAL CULTURE, AND COMBATING STEREOTYPES

OBJECTIVE 1.1 IMPLEMENTATION OF WORK FLEXIBILITY TOOLS

Actions	1. Updating regulations, circulars, and forms on working hours/part-time/remote work (in particular, drafting new remote work regulations) 2. Annual analysis for the implementation of flexibility measures, also to avoid the use of compulsory part-time work for work-life balance 3. Supervision of policy application on returning to work after long absences 4. Raising awareness among fathers about taking paternity leave		
Direct and indirect recipients	Employees of the organization		
Institutional managers	Human Resources Councilor		
Operational managers	Human Resources Department CUG		
Human resources	Employees of the Administrative Management and Health Protection Service		
Financial resources	€34,000 for 2026 €34,000 for 2027 €34,000 for 2028		
Evaluation Evaluation	1. Product updates		
Chrono-program	Year 2026 Annual report	Year 2027 Annual report Update to remote working regulations	Year 2028 Annual report
Priority	Low Medium X High		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

OBJECTIVE 1.2 CORPORATE WELFARE

Actions	1. Implementation of new corporate welfare services with timely internal information		
Direct and indirect recipients	Employees of the organization		
Institutional managers	Human Resources Councilor		
Operational managers	Human Resources Department CUG		
Human resources	Contractual service employees		
Financial resources	€10,500 for 2026 €10,500 for 2027 €10,500 for 2028		
Evaluation indicators Evaluation	2. Implementation of at least one new service		
Time schedule	Year 2026 Implementation new services	Year 2027 Implementation New services	Year 2028 Implementation of New services
Priority	Low Medium X High		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

OBJECTIVE 1.3 DEVELOPMENT OF ALIAS CAREER REGULATIONS

Actions	1. Drafting of regulations 2. Approval of regulations 3. Evaluation of any changes after initial application		
Direct and indirect recipients	Employees		
Institutional managers	Human Resources Councilor		
Operational managers	Human Resources Department General Management CUG		
Human Resources	Human Resources Department Employees		
Financial resources	€11,500 for 2026 €11,500 for 2027 €11,500 for 2028		
Indicators for evaluation	Action 1: drafting Action 2: approval		
Timetable	Year 2026 Drafting	Year 2027 Approval	Year 2028 Verification
Priority	Low Medium High X		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

OBJECTIVE 1.4 USE OF INCLUSIVE LANGUAGE IN INTERNAL COMMUNICATION

Actions	1. Systematic use of inclusive language in internal communication		
Direct and indirect recipients	Employees		
Institutional managers	Councilor for Human Resources Councilor for Equal Opportunities		
Operational managers	Human Resources Sector CUG;		
Human Resources	Employees of the Human Resources Department/Departments who send internal circulars to employees		
Financial resources	€5,000 for 2026 €5,000 for 2027 €5,000 for 2028		
Evaluation indicators Evaluation	Development of guidelines and their application in all internal communications		
Timetable	Year 2026 Preparation of draft guidelines	Year 2027 Adoption of guidelines guidelines	Year 2028 Verification Application guidelines
Priority	Low Medium High X		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

02

GENDER BALANCE IN TOP
MANAGEMENT AND DECISION-
MAKING BODIESOBJECTIVE 2.1 IMPLEMENTATION OF THE INSTITUTIONS PROVIDED FOR BY LAW TO
PROMOTE GENDER EQUALITY

Actions	1. Monitoring the implementation of gender equality measures by the Boards of Directors of subsidiaries		
Direct and indirect recipients	Citizens who are potential candidates		
Institutional managers	Mayor		
Operational managers	Participated Coordination Sector General Secretariat Sector		
Human resources	Employees of the Subsidiary Coordination Sector		
Financial resources	€1,000 for 2026 €1,000 for 2027 €1,000 for 2028		
Indicators Evaluation	3. Annual report production		
Timetable	Year 2026 Annual report	Year 2027 Annual report	Year 2028 Annual report
Priority	Low Medium X High		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

GENDER EQUALITY IN RECRUITMENT AND CAREER PROGRESSION

OBJECTIVE 3.1 IMPLEMENTATION OF THE INSTITUTIONS PROVIDED FOR BY LAW TO PROMOTE GENDER EQUALITY

Actions	1. Monitoring the implementation of measures for gender equality in the composition of competition committees or other selection panels 2. Priority in the ranking, in the event of equal scores, for the less represented gender		
Direct and indirect recipients	Potential candidates		
Institutional managers	Human Resources Councilor		
Operational managers	Human Resources Department		
Human resources	Employees Recruitment Service		
Financial resources	€8,000 for 2026 €8,000 for 2027 €8,000 for 2028		
Evaluation indicators Evaluation	No. of competition committees appointed		
Timetable	Year 2026 Completion selection	Year 2027 Completion selections	Year 2028 Completion of selections
Priority	Low Medium X High		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

04

INTEGRATING THE GENDER DIMENSION INTO DATA COLLECTION, SURVEYS, AND TRAINING PROGRAMS

OBJECTIVE 4.1 GENDER-SENSITIVE PLANNING

Actions	1. Systematization of data and information collection on the implementation of the GEP for the purpose of its elaboration for the following year, involving gender budget representatives in the sectors with periodic meetings		
Direct and indirect recipients	Employees		
Institutional managers	Councilor for Human Resources		
Operational managers	Human Resources Department CUG		
Human Resources	Administrative Management and Health Protection Service Employees		
Financial resources	€19,000 for 2026 €19,000 for 2027 €19,000 for 2028		
Evaluation	Annual drafting of the GEP		
Evaluation			
Chronological schedule	Year 2026 update GEP update	Year 2027 GEP update	Year 2028 GEP
Priority	Low Medium High X		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

GOAL 4.2 GENDER BALANCE

Actions	1. Updating the gender balance		
Direct and indirect recipients	Employees and citizens who are recipients of services		
Institutional managers	Councilor for the Budget Councilor for Equal Opportunities		
Operational managers	Right to Education, Sports, Youth Policies, and Equal Opportunities Sector; Budget and Accounting Sector All sectors for data transfer		
Human resources	Employees in the Right to Education, Sports, Youth Policies, and Equal Opportunities Sector Employees in the Budget and Accounting Sector		
Financial resources	€4,700 for 2026 €4,700 for 2027 €4,700 for 2028		
Evaluation indicators Evaluation	Annual drafting of the GEP Annual drafting of the gender budget		
Timetable	Year 2026 Update update	Year 2027 Update gender budget	Year 2028 Gender budget gender budget
Priority	Low Medium High X		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

GOAL 4.3 TRAINING IN GENDER ISSUES

Actions	1. Implementation of specific training activities relating to the prevention and combating of discrimination (including inclusive language), mobbing, economic violence (financial education is a fundamental tool for the prevention of economic violence), the code of conduct, gender balance, and the correct integration of gender issues in projects submitted for funding and in calls for tenders issued by the municipality.		
Direct and indirect recipients	Employees		
Institutional managers	Councilor for Human Resources Councilor for Equal Opportunities		
Operational managers	Human Resources Sector CUG; Trusted Advisor		
Human Resources	Training Service Employees		
Financial resources	€5,200 for 2026 €5,200 for 2027 €5,200 for 2028		
Indicators Evaluation	Implementation of an annual training activity		
Schedule	Year 2026 Organization organization	Year 2027 Organization Courses	Year 2028 Course Courses
Priority	Low Mediu m High X		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

05

COMBATING GENDER-BASED VIOLENCE AND HARASSMENT AND VIOLENCE IN THE WORKPLACE AT WORK

OBJECTIVE 5.1 PREVENTION OF DISCRIMINATION, HARASSMENT, MOBBING, AND VIOLENCE

Actions	1. Monitoring the implementation of the code of conduct 2. Any proposals for action by the Trusted Advisor pursuant to Article 5.1 of the Code of Conduct		
Direct and indirect recipients	Employees		
Institutional managers	Councilor for Human Resources Councilor for Equal Opportunities		
Operational managers	CUG Trusted Advisor		
Human Resources	Administrative Management Service Employees		
Financial resources	€27,000 for 2026 €27,000 for 2027 €27,000 for 2028		
Evaluation indicators Evaluation	Action 1: drafting of the annual report by the Trusted Advisor Action 2: Drafting proposals in a timely manner during the three-year period		
Time schedule	Year 2026 Report Annual	Year 2027 Report Annual	Year 2028 Annual Annual
Priority	Low Medium X High		
SDG	SDG 3: Good health and well-being. SDG 5: Gender equality. SDG 10: Reduce inequalities.		

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2026 - 2028



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